

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF INDIANA  
NEW ALBANY DIVISION

SHON COOPER, et al.,	)	
	)	
Plaintiffs,	)	
	)	
v.	)	No. 4:23-cv-00140-SEB-KMB
	)	
INTACT PROFESSIONAL HEALTH &	)	
SAFETY SERVICES, INC.,	)	
	)	
Defendant.	)	

**ORDER**

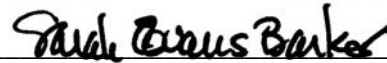
Before the Court is Plaintiffs' Unopposed Motion for Approval of FLSA Collective Action and Settlement Agreement [Dkt. 71]. The Court, having reviewed the record, the evidence submitted, and the Parties' settlement agreement, finds the motion well-taken. Accordingly, it is hereby ORDERED:

1. Plaintiffs' Unopposed Motion for Approval of FLSA Collective Action and Settlement Agreement is GRANTED.
2. The proposed Settlement Agreement [Dkt. 71-5] is approved as fair and reasonable in all respects.
3. Pursuant to § 216 of the Fair Labor Standards Act, 29 U.S.C. § 203, *et seq.*, the Court finally certifies the collective action consisting of the individuals who are receiving payments under the Settlement Agreement.
4. The Court approves the requested Representative Service Awards to Plaintiffs Shon Cooper and Jackie Read.

5. The Court approves the requested Attorneys' Fees in the amount of \$104,000.00 and Costs in the amount of \$10,000.
6. The Parties shall comply with the terms of the Settlement Agreement, which terms are incorporated herein by reference.
7. The Action is DISMISSED without prejudice, thereby permitting the Court to retain jurisdiction to enforce the terms of the Settlement Agreement. The parties are DIRECTED to notify the Court upon completion of all steps necessary to effectuate this settlement, and the dismissal shall be converted to a dismissal with prejudice.

IT IS SO ORDERED.

Date: 12/8/2025



SARAH EVANS BARKER, JUDGE  
United States District Court  
Southern District of Indiana

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